

10am, Thursday, 17 September 2015

Appointment of Head of HR and Organisational Development

Item number	8.1
Report number	
Executive/routine	
Wards	All

Executive summary

This report refers the recommendation of the Recruitment Committee for the appointment to the post of Head of HR and Organisational Development to Council for approval.

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Appointment of Head of HR and Organisational Development

Recommendations

- 1.1 That Council appoint Katy Miller to the post of Head of HR and Organisational Development subject to any necessary pre-employment checks.

Background

- 2.1 Following the commencement of the Transformation Programme, Aspen People were engaged to source suitable applicants for the role of Head of HR and Organisational Development. External online advertising and social media recruiting methods were used to source applicants, as well as more traditional headhunting methods.

Main report

- 3.1 The composition of the Recruitment Committee for the Head of HR and Organisational Development was Councillors Burns, Bill Cook, Howat, Rankin and Rose.
- 3.2 The Recruitment Committee shortlisted applications on Tuesday 11 August 2015. Those shortlisted were invited to attend Recruitment Committee interviews which were held on Friday 21 August 2015.
- 3.3 The Recruitment Committee agreed to recommend that the Council appoint Katy Miller to the post of Head of HR and Organisational Development.

Measures of success

- 4.1 That an individual is appointed to undertake the role of Head of HR and Organisational Development.

Financial impact

- 5.1 As noted in the report agreed by the Corporate Policy and Strategy on 24 March 2015, Aspen People have been competitively procured for Chief Officer recruitment.

Risk, policy, compliance and governance impact

- 6.1 The Council's recruitment and selection policy for the recruitment of Chief Officers has been followed.

Equalities impact

- 7.1 The appointment process complies with relevant equalities legislation.

Sustainability impact

- 8.1 There is no direct sustainability impact as a result of this report.

Consultation and engagement

- 9.1 The Recruitment Committee has been conducted in an open and transparent manner.

Background reading/external references

Recruitment Committee minutes of 11 and 21 August 2015.

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Appendices